

MONTANA CHEMICAL DEPENDENCY CENTER POLICY AND PROCEDURE MANUAL

Policy Subject: Pay Plan	
Policy Number: PRP 12	Standards/Statutes: ARM 37.27.121
Effective Date: 01/01/02	Page 1 of 1

PURPOSE: To follow a state wide comprehensive pay plan.

POLICY: It is the policy of the state of Montana to establish a consistent application of the market-based compensation system. This market-based system is designed to provide salaries for state employees based on the prevailing compensation practices found in relevant public sector and private sector labor markets, and on available funding.

PROCEDURE: This facility will follow the state pay plan rules with compensation and wage increases set by legislature. The complete pay plan rules and definitions are found in the Montana Operations Manual available in the Personnel Office.

- I. The objective of these rules is to educate and explain the rules governing compensation.
- II. Union contracts take precedence over these rules only when an exception is clearly and specifically stated in the contract.
- III. The state personnel division may be contacted for questions regarding the interpretation of the pay plan.

Revisions: _____

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Name	Title	Date
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		Date